# The Influence Mechanism of Corporate Organizational Culture on Employee Job Satisfaction in Sichuan Private Universities

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*Abstract:* This research takes the employees of private colleges and universities as the research object, adopts quantitative research methods, is based on the theoretical model of enterprise organizational culture, and combines the background of private colleges, employee satisfaction, and enterprise organizational culture. The three objectives are to analyze the relationship between private college organizational culture and employee satisfaction, explore the relationship and influencing factors of adaptability, consistency, and organizational identity and suggest improving job satisfaction in Sichuan private universities.

*Keywords:* Corporate Organizational Culture; Employee Job Satisfaction; Private Universities

## 1. Introduction

Under the current education system, higher education is a particular industry with high investment, high debt, high capital operation, and long-term income. Profitability mainly depends on the "critical point" of scale and the business development model of scale expansion. Restricted by the economic level, my country's higher education is still in the stage of extensive operation, and the fees are not high. However, the particularity of private colleges and universities in our country and the intense competition make their survival and development problems more prominent. At this stage, Sichuan private colleges and universities face the survival of the fittest. To win the fierce competition and gradually become a century-old famous school, it is necessary and necessary to establish a strong school. How to build a corporate organizational culture that suits the characteristics of Sichuan private universities is a common issue faced by all private colleges and universities.

## 2. Theoretical Basis

## 2.1 Theoretical Significance and Value

Much literature is related to the research on the satisfaction of teachers and employees in colleges and universities, and the analysis is also more in-depth but more concentrated in public schools. Not many kinds of literature specialize in the satisfaction of teachers and employees in private colleges and universities. This study takes the employees of private colleges and universities as the research object from the perspective of employee satisfaction, conducts research and analysis on their management status, treatment status, and other issues explores the impact of organizational culture on employee satisfaction in private colleges and universities and propose solutions for existing problems. It can be used for reference by other private colleges and universities (Wang; & Tseng. 2019) [1].

## 2.2 Practical meaning and value

It has certain reference significance for improving the overall satisfaction of teachers, improving the stability of the teaching team, and mobilizing the enthusiasm of the teaching team. Scientific and reasonable incentives can stimulate morale, stimulate potential, mobilize enthusiasm, and guide behavior for organizations and individuals. Management is also inseparable from scientific and effective incentives. As a group of intellectuals, college teachers also have material and spiritual needs. After continuous

improvement and development, private colleges and universities have made great achievements in all aspects and gradually standardized teaching staff construction. However, there is still much room for improvement in human resources management, and the stability of the team, the structure of teachers, and personnel training need to be further improved and strengthened (Li; & Xu. 2018) [2].

# 3. Understanding the Influence Mechanism of Corporate Organizational Culture on Employee Job Satisfaction in Sichuan Private Universities

The direct influence model that affects the satisfaction of technical employees in high-tech enterprises points out that corporate image, corporate culture, work itself and working environment, career development, role satisfaction, job return, and organizational citizenship behavior have direct effects on employee satisfaction in high-tech enterprises. There is also a structural relationship between the influencing factors which affect employees' satisfaction.

## 3.1 Research on employment participation

Participation in organizational culture includes three aspects: empowerment, team orientation, and capability development. Denison believes that companies that value organizational culture emphasize equality, employee participation in corporate management, and team orientation and evaluate and formulate relevant management measures based on team performance. The organization's senior managers and ordinary employees have a strong sense of belonging and identity in the enterprise (Li. 2017) [3].

## 3.2 Research on employment adaptability

Adaptability includes customer orientation, innovation and change, and organizational learning. An effective organization should be adaptable to the environment, a healthy whole, and respond quickly to changes in the background. Internal integration and external adaptation can often be an organization's competitive advantage. Good organizations manage customers effectively, take risks and learn from mistakes.

## 3.3 Research on employment consistency

Consistency includes core values, coordination, and cooperation. Effective organizations often have solid cultural characteristics and a high degree of consistency, which is conducive to organizational coordination and forming a unified whole. Organizations have clear standards of behavior, which are the core values of the organization and the common source of organizational stability and development (Liu. 2016) [4].

## 3.4 Research on employment sense of mission

A sense of mission includes purpose and objectives, strategic direction, and intent. Organizations with this cultural characteristic have a clear vision of the future, have periodic short-term and long-term goals, and have keen insight into the future.

# 4. The Conceptual Framework for the Research Study

## 4.1 Employee job satisfaction

The most widely used definition of employee satisfaction in academia is that employees' satisfaction with the job itself will directly affect the individual's work situation through personal subjective feelings. Job satisfaction refers to the actual work status of an individual in the work process, including work achievements, work difficulty, methods, interpersonal relationships, and work environment, which will directly affect the individual's evaluation of work (Zhan. 2017) [5].

## 4.2 Organizational culture for employees

Corporate culture is formed in the process of enterprise management and development and is recognized and accepted by most employees. The cultural concept, value orientation, philosophical spirit, historical tradition, behavior, business philosophy, management methods, enterprise system, cultural environment, ethics, and other factors. The concept explanation of corporate culture

should include four essential points: cultural background, which refers to the concentration and precipitation of corporate culture in social culture and is the summary and reflection of the development process of the enterprise. A composite structure is composed of four levels; functional basis, the corporate culture can only play its functions in a specific cultural environment and personnel groups.

# 5. The Influence Mechanism of Corporate Organizational Culture on Employee Job Satisfaction in Sichuan Private Universities

## 5.1 Innovation and change

Innovation and change are important, tightly integrated aspects of organizational development. Change involves actively shaping the company's future, consisting of developing and maintaining the relationship between the objectives and resources and the market's needs.

## 5.2 Core value

Innovation and change are important aspects of organizational development that are closely integrated. Change involves actively shaping the company's future, including developing and maintaining the relationship between goals, resources, and market needs.

## 5.3 Sense of belonging

A sense of belonging is a sense of security and support when members of a group have a sense of acceptance, inclusion, and identity. This is when individuals can bring their authentic selves to work.

# 6. Conclusion

In the current environment of China's economic development, private colleges and universities are not only the backbone of China's economy but also provide countless employment opportunities for thousands of workers. With the gradual transformation of higher education in my country from "elite education" to "mass education," the total number of students limits the continuous growth of the school scale. The management model of individuals can no longer meet the requirements of the times. To improve the job satisfaction of employees in private colleges and universities, developing a sound corporate organizational culture should be the top priority of the current and future development of private colleges and universities. Strong guarantee of job satisfaction.

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